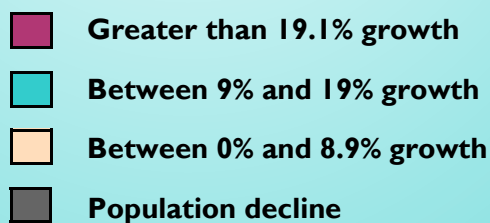
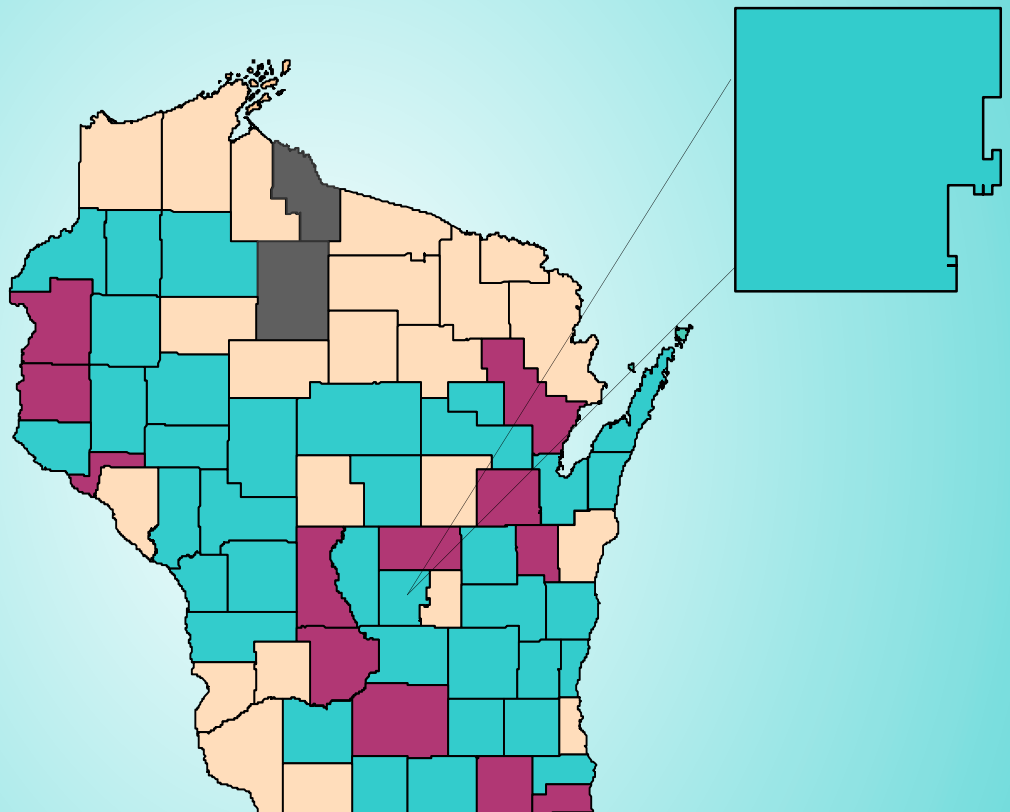


Marquette County Workforce Profile

Projected population growth from 2000 to 2020



Source: Wisconsin Department of Administration, Demographic Services Center.
Statewide population growth is projected to be 13.9 percent from 2000 to 2020.

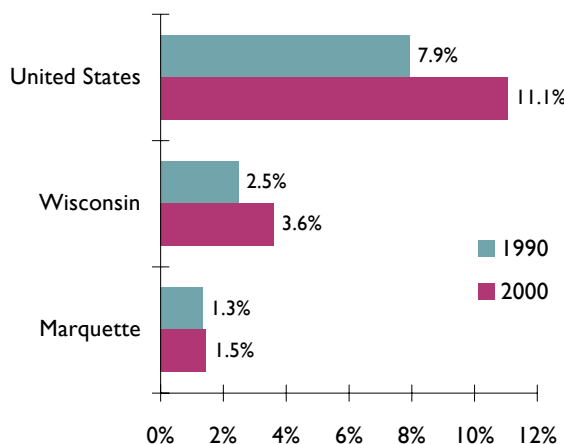


County Population

Population trends affect the supply of workers, the ability to attract employers and the demand for goods and services. Marquette County added roughly 216 people or 1.5 percent to its population between the April 2000 Census and the January 2002 population estimates. This growth rate is a bit below the statewide rate and well below the national rate. Population growth was not evenly distributed throughout the county: roughly 64 percent of it occurred five municipalities (the Town of Oxford, Town of Westfield, the Town of Buffalo, and the City of Montello).

During the same time period, the county's deaths outnumbered its births, so its natural increase (births minus deaths) was negative (-0.27%). Just to break even, the county needed some positive net migration (people moving in minus people moving out). Net migration adds to Marquette County's population faster than it adds to the population of non-metropolitan Wisconsin counties, on average. (See bar graph to right.) Like much of non-metropolitan Wisconsin, about two-thirds of Marquette County's in-migration is from other Wisconsin counties, nearly one-third is from other states and very little from other countries. The bar graph below shows that Wisconsin started with a smaller share of foreign-born residents than the nation and that the gap grew over the 1990s. Marquette's starting point was lower still and its growth even more modest.

Share of Foreign-born Residents

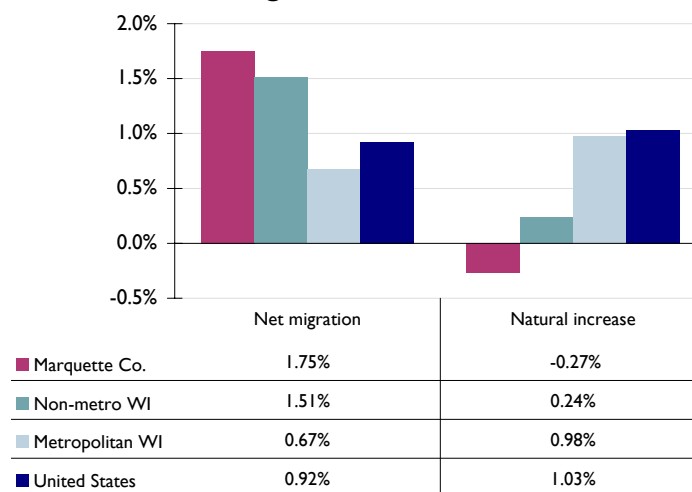


Source: US Dept. of Commerce, Census 2000, Summary file-4, QT-P14

Total Population

| | April 2000 Census | January 1, 2002 estimate | Percent change |
|-------------------------------|----------------------|-----------------------------|-------------------|
| United States | 281,421,906 | 286,923,000 | 2.0% |
| Wisconsin | 5,363,701 | 5,453,896 | 1.7% |
| Marquette County | 14,555 | 14,771 | 1.5% |
| Largest Municipalities | | | |
| Montello, City | 1,397 | 1,418 | 1.5% |
| Packwaukee, Town | 1,297 | 1,301 | 0.3% |
| Westfield, Village | 1,217 | 1,230 | 1.1% |
| Buffalo, Town | 1,085 | 1,111 | 2.4% |
| Montello, Town | 1,043 | 1,053 | 1.0% |
| Oxford, Town | 859 | 895 | 4.2% |
| Douglas, Town | 768 | 775 | 0.9% |
| Harris, Town | 729 | 738 | 1.2% |
| Mecan, Town | 726 | 734 | 1.1% |
| Westfield, Town | 689 | 717 | 4.1% |

Net migration and natural increase



Source: Wisconsin DOA, Demographic Services Center & US Census Bureau

The county experienced fewer births from 1992 to 2001 than it had between 1982 and 1991. In 2001, 67 percent of Marquette County's births were to mothers under 30 years old and 90 percent were to mothers under 35. Natural increase (or lack thereof) affects population growth; and age demographics, in turn, have an impact on natural increase. The number of female residents in their 20s and 30s affects future birth rates and population growth rates.

Marquette County Workforce Profile

Population Projections by Age Groups in Marquette County

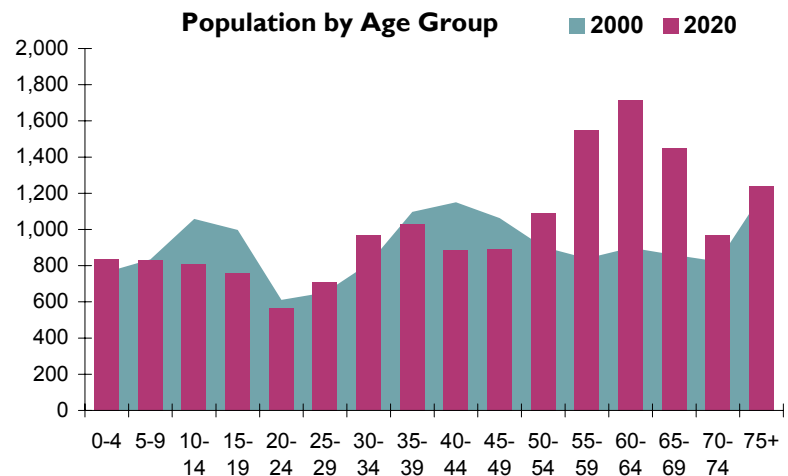
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65-69 | 70-74 | 75+ |
|-------------|-----|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|
| 2000 | | | | | | | | | | | | | | | | |
| Male | 402 | 406 | 513 | 524 | 329 | 340 | 438 | 552 | 601 | 560 | 457 | 409 | 424 | 435 | 421 | 512 |
| Female | 363 | 429 | 545 | 473 | 282 | 312 | 373 | 545 | 549 | 503 | 447 | 431 | 475 | 424 | 402 | 679 |
| 2005 | | | | | | | | | | | | | | | | |
| Male | 408 | 404 | 429 | 509 | 411 | 367 | 388 | 485 | 596 | 642 | 609 | 521 | 467 | 416 | 379 | 559 |
| Female | 392 | 365 | 455 | 528 | 369 | 330 | 356 | 412 | 568 | 582 | 568 | 525 | 470 | 459 | 374 | 709 |
| 2010 | | | | | | | | | | | | | | | | |
| Male | 417 | 405 | 418 | 420 | 392 | 451 | 416 | 427 | 521 | 634 | 700 | 694 | 601 | 460 | 360 | 553 |
| Female | 400 | 389 | 379 | 437 | 408 | 423 | 376 | 394 | 429 | 603 | 661 | 671 | 578 | 454 | 402 | 706 |
| 2015 | | | | | | | | | | | | | | | | |
| Male | 438 | 409 | 412 | 401 | 315 | 424 | 497 | 450 | 451 | 546 | 681 | 788 | 786 | 586 | 392 | 526 |
| Female | 420 | 392 | 397 | 359 | 331 | 463 | 468 | 411 | 406 | 451 | 678 | 768 | 729 | 552 | 393 | 715 |
| 2020 | | | | | | | | | | | | | | | | |
| Male | 428 | 424 | 411 | 389 | 295 | 336 | 460 | 527 | 469 | 467 | 582 | 763 | 890 | 759 | 494 | 528 |
| Female | 411 | 407 | 395 | 372 | 268 | 373 | 506 | 502 | 419 | 423 | 508 | 785 | 826 | 690 | 474 | 712 |

Source: Wisconsin Dept. of Administration, Demographic Services, October 2003

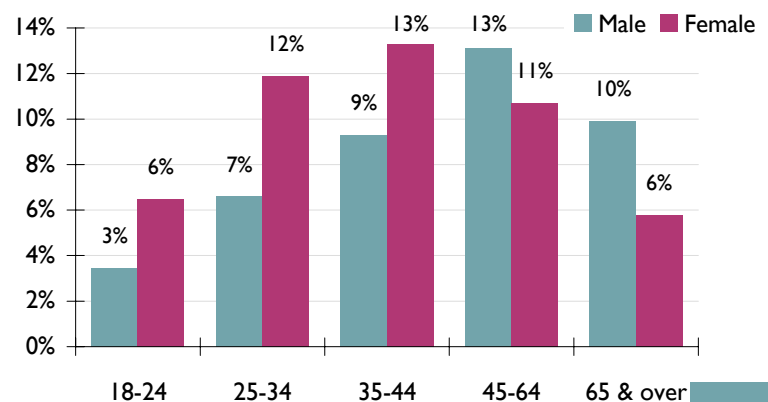
Population projections suggest that Marquette County will gain something like 1,738 people or around 12 percent between 2000 and 2020. This is less than Wisconsin's projected growth of 13.9 percent. As baby-boomers age, 3 cohorts, (55- to 59-year-olds, 60- to 64-year-olds and 65- to 69-year-olds) will each grow by roughly 590 to 817 people, or 69 to 91 percent. Meanwhile, 2 other cohorts (40- to 44-year-olds and 45- to 49-year-olds) will see their ranks thin by about 173 to 262 people or 16 percent to 23 percent.

The group that starts with 545 females aged 10 to 14 in 2000 shrinks to 408 females aged 20 to 24 in 2010 and rebounds to 506 females aged 30 to 34 in 2020. This reflects a sharper dip of college-aged females than non-metropolitan Wisconsin as a whole. Female out-migration is similar male out-migration in Marquette. Counties where students can attend bachelor's degree programs tend to see less out-migration of college-aged residents.

The graph to the right shows that advanced education (a bachelor's degree or more) used to be more common among males than females, but recent decades have reversed this trend. Recent graduates are some of the most mobile workers, and more likely to consider other locales for their industry mix and occupational offerings.



Percent of age group with at least a Bachelor's degree in Marquette County



Source: US Dept. of Commerce, Census 2000, Summary file 4, QT-P20

Labor Force Characteristics

The labor force participation rate (LFPR) is the proportion of the eligible population that either works or looks for work. Generally, labor force participation rates tend to peak between the ages of 35 and 54. Members of younger cohorts often occupy themselves with education or parenting. Slowly at age 55, and more quickly at age 62, labor force participation rates fall as older workers leave the labor force.

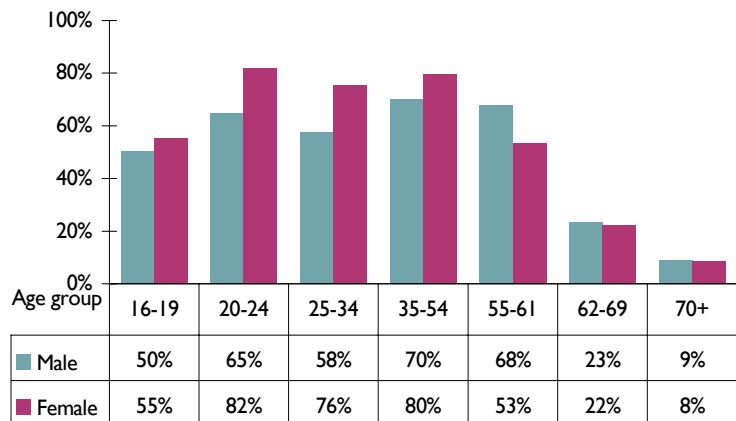
Population trends seen on page 2 cast a different light on labor force participation rates shown in the upper right graph. Large numbers of people will move from the three cohorts between 35 and 49 years old (where LFPR is high) into the cohorts between 55 and 69 (where LFPR is lower). This will pull down the county's overall LFPR.

In recent years, Wisconsin's LFPR has been among the 5 highest in the nation; with all older population, Marquette County's has been lower. (See middle right graph.) The graph to the lower right suggests that the high labor force participation rates of those aged 35 to 54 cannot compensate for their declining numbers, while the increase of those aged 55 to 64 will be so great as to overcome their low LFPR and increase their absolute numbers in the labor force. Shifting demographic trends affect employment trends and policies.

In decades past, employers relied on dramatic increases in female LFPR to replace workers leaving the labor force and to keep up with job growth. Today, such sharp increases in female labor force participation are unlikely, particularly among younger cohorts. The upper right graph shows female LFPR exceeding male levels among those aged 16 to 19 or 20 to 24. Together, these trends may prompt employers to ask where replacement workers will come from.

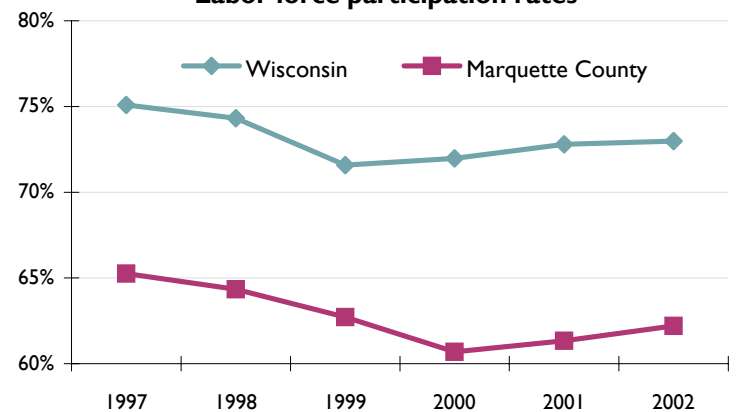
The baby boomers who stay in the labor force longer may find employers modifying compensation and workplace policies to keep them on board. As some baby boomers begin to leave the labor force, they will eventually increase demand for certain types of labor (such as health care and home-related services). Because younger workers often fill these jobs, and because the overall labor force will not grow as quickly as it used to, employers may step up recruitment of younger workers.

Marquette Labor Force Participation by Age & Sex in 2000



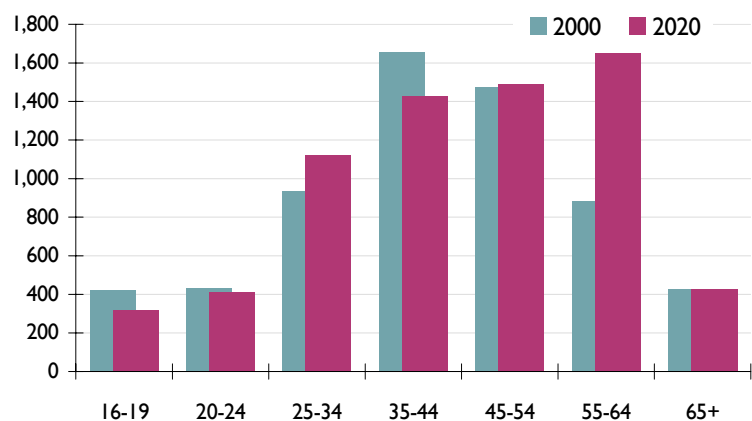
Source: US Dept. of Commerce, Census 2000, Summary file 4, PCT-79

Labor force participation rates



Source: WI DWD, Office of Economic Advisors, 2003

Labor Force by Age in 2000 & 2020 in Marquette County

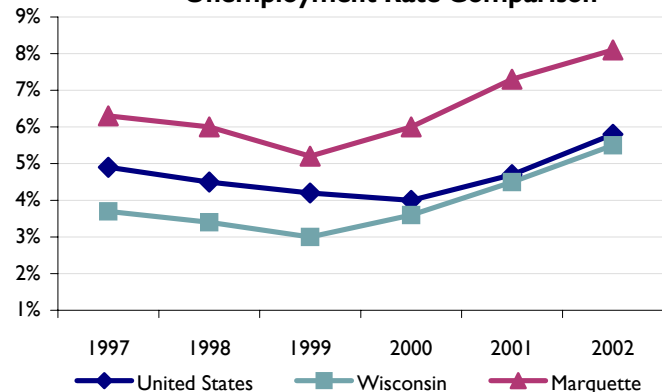


Source: DWD, Office of Economic Advisors, US Census, SF-4 (PCT-79), WI Demographic Services

Marquette County Workforce Profile

Over the course of 2002, an average of roughly 7,473 residents participated in Marquette County's labor force; around 6,867 were employed and approximately 606 or 8.1 percent were unemployed. Local unemployment rates in 2002 and 2003 remained near or above peak levels from 1993 and 1994. This contrasts sharply with unemployment rates in 1999, which were some of the lowest seen in the 1990s. Some encouragement can be found in national indicators and autumn unemployment rates, but Marquette has yet to see strong, sustained signs of falling unemployment rates.

Unemployment Rate Comparison



Marquette County Civilian Labor Force Data

| | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 |
|-------------------|-------|-------|-------|-------|-------|-------|
| Labor Force | 7,145 | 7,142 | 6,871 | 7,215 | 7,429 | 7,473 |
| Employed | 6,697 | 6,716 | 6,511 | 6,785 | 6,889 | 6,867 |
| Unemployed | 448 | 426 | 360 | 430 | 540 | 606 |
| Unemployment Rate | 6.3% | 6.0% | 5.2% | 6.0% | 7.3% | 8.1% |

Source: WI DWD, Bureau of Workforce Information, LAUS program, 2003

Occupations in demand

Marquette County is part of Wisconsin's south central region. In its upper portion, the table to the right lists those occupations projected to experience the fastest proportional growth between 2000 and 2010. An occupation starting with few jobs doesn't need to add many to grow quickly. Altogether, the fastest-growing occupations accounted for 1.4 percent of the region's jobs in 2000 and are expected to account for 2.0 percent of the region's jobs in 2010, so it is not an exhaustive list of opportunities. The list does not support the notion that most jobs require a bachelor's degree.

In its lower portion, the table lists those occupations projected to generate the most openings between 2000 and 2010. The less training a job requires, the less likely an employer is to invest in retention incentives (such as wage or benefit increases). Nursing requires more training than the other occupations generating the most openings. Challenging work schedules and conditions contribute to turnover, yet nursing programs have long waiting lists. As many nurses and nursing instructors approach retirement, aging baby-boomers will increase demand.

South Central Region Occupation Projections: 2010

| | Top Ten Occupations | Education & Training Typically Required* | Average Wage** |
|----------------|-------------------------------------|--|----------------|
| Fastest Growth | Computer Soft Engrs Sysms Soft | Bachelor's degree | \$30.38 |
| | Computer Support Specialists | Associate degree | \$20.03 |
| | Computer Software Engrs Apps | Bachelor's degree | \$30.31 |
| | Desktop Publishers | Postsecondary voc. trng | \$14.98 |
| | Network Sysms/Data Comm Anal | Bachelor's degree | \$24.96 |
| | Network/Computer Systems Admin | Bachelor's degree | \$25.79 |
| | Medical Assts | 1-12 mo. on-the-job training | \$12.75 |
| | Medical Records/Health Info Techs | Associate degree | \$13.33 |
| | Fitness Trainers/Aerobics Instruct | Postsecondary voc. trng | \$11.63 |
| | Database Administrators | Bachelor's degree | \$25.64 |
| Most Openings | Comb Food Prep/Serv Wrk/Incl Fast | 1-month or less training | \$8.57 |
| | Retail Salespersons | 1-month or less training | \$10.09 |
| | Cashiers | 1-month or less training | \$7.81 |
| | Waiters/Waitresses | 1-month or less training | \$6.87 |
| | Registered Nurses | Bachelor's degree | \$22.76 |
| | Office Clerks/General | 1-month or less training | \$11.78 |
| | Labrs/Frght/Stock/Matrl Movers/Hand | 1-month or less training | \$10.87 |
| | Customer Service Reps | 1-12 mo. on-the-job training | \$13.90 |
| | Janitors/Cleanrs Ex Maids/Hskpng | 1-month or less training | \$9.84 |
| | Stock Clerks/Order Fillers | 1-month or less training | \$10.40 |

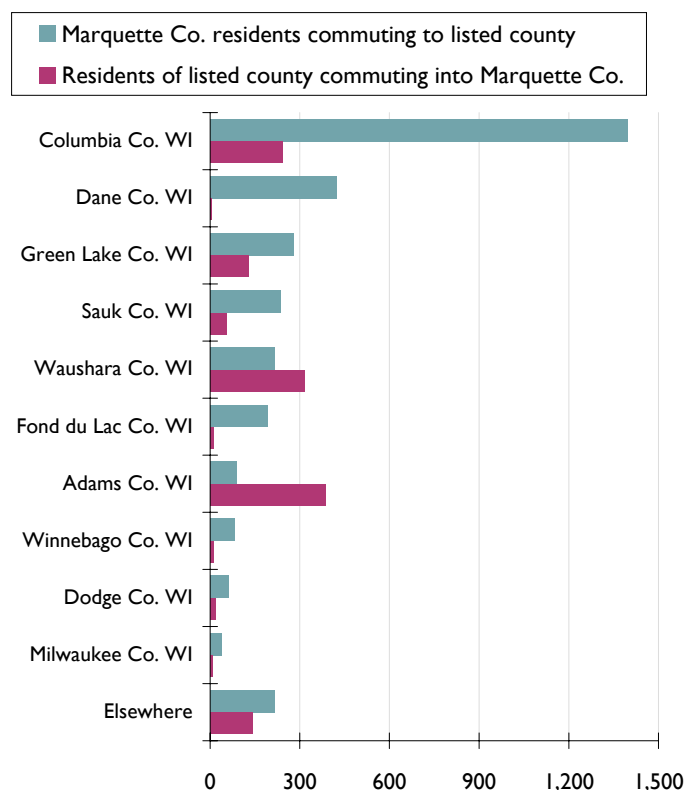
* The most common way to enter the occupation, not the only way

** Wages from Occupation Employment Statistics survey responses for region, 2001
South Central WDA includes Columbia, Dane, Dodge, Jefferson, Marquette and Sauk counties.

Source: WI DWD, Bureau of Workforce Information, 2002

County Commuting Patterns

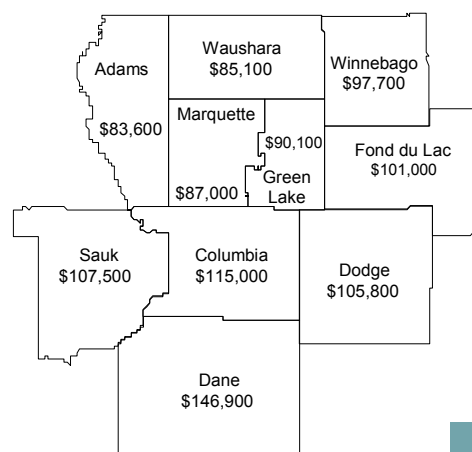
In April, 2003, the Census Bureau released county-to-county worker flow files, also known as county commuting patterns. Derived from those files, the chart and table below are dominated by Marquette County residents commuting to Columbia and Dane counties while residents of Adams and Waushara counties come into Marquette County.



At a glance, it may seem puzzling or even alarming that roughly 29 percent of the people who work in Marquette County reside elsewhere and something like half of the working residents of Marquette County leave the county for work. Possible causes are several. Geographically, Marquette County has a smaller land area (455.5 square miles), so its residents will probably be closer to a county line than they would be in a larger county. The 2000 Census reported that 48 percent of working Marquette County residents traveled less than 20 minutes for work and 66 percent traveled less than 30 minutes. Less than 18 percent of the county population resides in the county's centrally located municipality, Montello. Other large municipalities, such as Packwaukee, Westfield, Buffalo and Oxford sit relatively close to at least one county border.

With more deaths than births, Marquette County relied heavily on people moving in to generate population growth, and two thirds of the people moving in were from other Wisconsin counties. At least some of those people used to live and work in a neighboring county and moved to Marquette County in part because their housing dollars would go further. The map below shows that the two counties with the highest median home values pull the most workers out of Marquette County and the two counties with the lowest median home values contribute the most workers to Marquette County.

Median home values



| | Marquette Co. residents commuting to listed county | Residents of listed county commuting into Marquette Co. | Net gain or loss of workers |
|--------------------|--|---|-----------------------------------|
| Columbia Co. WI | 1,398 | 243 | -1,155 |
| Dane Co. WI | 423 | 6 | -417 |
| Green Lake Co. WI | 281 | 128 | -153 |
| Sauk Co. WI | 237 | 57 | -180 |
| Waushara Co. WI | 217 | 317 | 100 |
| Fond du Lac Co. WI | 194 | 10 | -184 |
| Adams Co. WI | 89 | 388 | 299 |
| Winnebago Co. WI | 83 | 13 | -70 |
| Dodge Co. WI | 62 | 18 | -44 |
| Milwaukee Co. WI | 37 | 9 | -28 |
| Elsewhere | 215 | 142 | -73 |

Source: US Dept. of Commerce, Census 2000, County-to-county worker-flow files

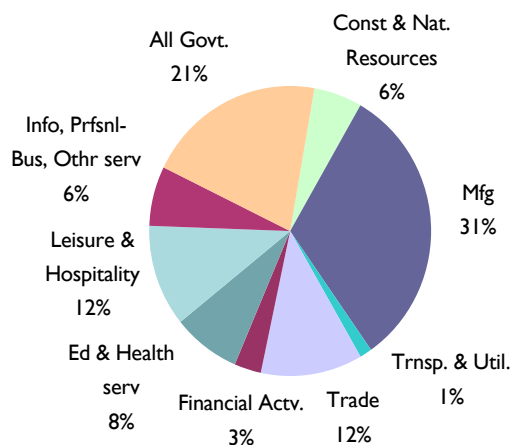
Census 2000, Summary File 3, QT-H14

Industry Employment -

Introducing NAICS (North American Industry Classification System)

From the 1930s to 2002, some version of the Standard Industrial Classification has defined categories for employment-by-industry estimates. Beginning in 2003, the North American Industry Classification System replaces SIC. The table below lists each system's major categories. A quick glance shows that NAICS offers categories for which data was previously unavailable (like leisure & hospitality or education & health services) and that NAICS offers less detail in other places (retail trade and wholesale trade are rolled up into one "trade" category for non-metropolitan areas).

Marquette County Industry Distribution: 2002



The table below hides one wrinkle that may be the most important aspect of SIC-to-NAICS conversion. **Even if a category carries an identical title, like "manufacturing", its definition changed, so meaningful comparison of SIC data to NAICS data is limited.** The SIC definition of manufacturing included establishments that now reside in the services category. Elements of printing are now in information services; some establishments providing professional, technical, administrative or support services may have moved from manufacturing into services. These are just a few examples of changes that limit detailed comparison of historical SIC data to current NAICS data. (Also, NAICS data was revised when more information became available; while SIC data was not.)

Under SIC, restaurants and bars were under retail trade, while NAICS puts them in the new leisure & hospitality sector. The old definition of trade accounted for something like a 21 percent of Marquette County's jobs while the new definition of trade accounts for 12 percent and leisure & hospitality accounts for another 12 percent. Other establishment in the leisure & hospitality sector (such as hotels and lodging facilities) came from the services sector of SIC. There is no accurate or reliable way to directly compare the old trade or services numbers to the new.

2002 Industry Employment in Marquette County: A comparison of two classification systems

| NAICS Super-sectors | Employment | Distribution | SIC Industry Divisions | Distribution |
|---|------------|--------------|--|--------------|
| Construction, natural resources & mining | 214 | 6% | Construction & Mining | 7% |
| Manufacturing | 1,242 | 32% | Manufacturing | 32% |
| Transportation, warehousing & utilities | 56 | 1% | Transportation, utilities & communication | 2% |
| Trade (wholesale & retail) | 451 | 12% | Wholesale trade | 3% |
| | | | Retail trade | 18% |
| Financial activities | 115 | 3% | Finance, insurance & real estate | 3% |
| Information, professional & business services, other services | 250 | 6% | Services & misc (incl. agr, forestry, fishing) | 17% |
| Education and health services | 301 | 8% | Government | 19% |
| Leisure & hospitality | 449 | 12% | | |
| Government | 803 | 21% | | |

Source: WI DWD, Bureau of Workforce Information, Current Employment Statistics Program, March 2003

Marquette County Workforce Profile

Listed in the table at the middle of this page, the 10 largest private employers in Marquette County accounted for roughly 34 percent of the payroll jobs reported in the county in the first quarter of 2003. Employers' figures vary from month to month, with seasonality differing significantly among employers. For these and other reasons, specific ranks are not necessarily consistent or telling.

Listed in the top table, the ten largest industry groups provided approximately 39 percent of the county's payroll jobs. Apart from slight contraction in food services and drinking places and slight growth in wood product manufacturing, most industries listed looked relatively stable between 2002 and 2003. Demographics will drive increasing demand for ambulatory health care services.

Top 10 Industry Groups in Marquette County

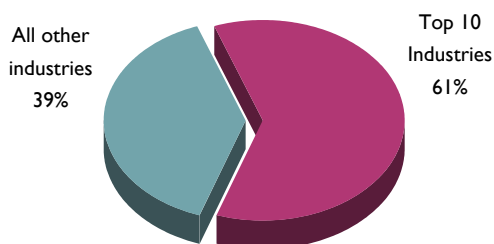
| Industry Group | March 2003 | | Numeric change |
|---|------------|-----------|----------------|
| | Employers | Employees | 2002 - 2003 |
| Food Manufacturing | * | * | * |
| Educational Services | * | * | * |
| Food Services and Drinking Places | 38 | 273 | -27 |
| Gasoline Stations | 8 | 190 | 11 |
| Wood Product Manufacturing | 7 | 172 | 25 |
| Social Assistance | 9 | 145 | 0 |
| Nursing and Residential Care Facilities | 6 | 119 | -3 |
| Animal Production | 6 | 108 | 8 |
| Food And Beverage Stores | 7 | 102 | 6 |
| Ambulatory Health Care Services | 8 | 91 | -21 |

*data suppressed to maintain confidentiality

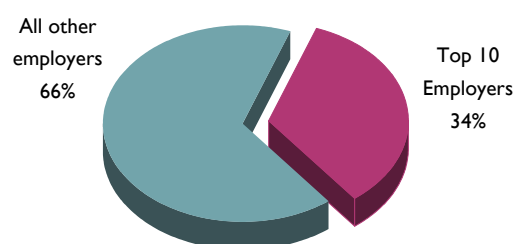
Top 10 Private Employers in Marquette County

| Company | Product or Service | Size |
|------------------------------------|---|---------|
| Brakebush Brothers, Inc. | Poultry processing | 500-999 |
| Glen Oak Lumber & Milling, Inc. | Lumber, millwork and wood products | 100-249 |
| Northland Community Services, Inc. | Individual and family services | 50-99 |
| Wisconsin Illinois Senior | Nursing care | 50-99 |
| Pioneer of Westfield, Inc. | Gasoline stations | 50-99 |
| Montello Products Co. | Manufacturer of current-carrying wiring devices | 50-99 |
| Discounters, Inc. | Gasoline stations with convenience stores | 20-49 |
| D D D, Inc. | Supermarkets/grocery stores | 20-49 |
| Prairie Nursery, Inc. | Nursery and tree production | 20-49 |
| Europlast Ltd. | Plastics product manufacturing | 20-49 |

Share of jobs with top 10 industries



Share of jobs with top 10 employers



Source: WI DWD, Bureau of Workforce Information, ES-202 special report, First quarter, 2003

Marquette County Workforce Profile

Overall, Marquette County employers reported paying wages well below the statewide average, although results varied by industry. Compared to other industries, manufacturing accounted for more jobs (1,213) and paid the highest annual average wage (\$32,264). Because 2002 saw fewer manufacturing jobs than 2001, it is possible that layoffs of lower paid manufacturing workers contributed to the rising average manufacturing wage in 2002. Trade, transportation & utilities posted one of the lowest average wages (\$17,847), both in relation to the county's all-industries average wage (\$23,431) and in relation to the state's average trade, transportation & utilities wage (\$28,422). Of the 576 jobs in this sector, 412 or about 72 percent were in the retail trade segment, where the average wage was closer to \$14,042.

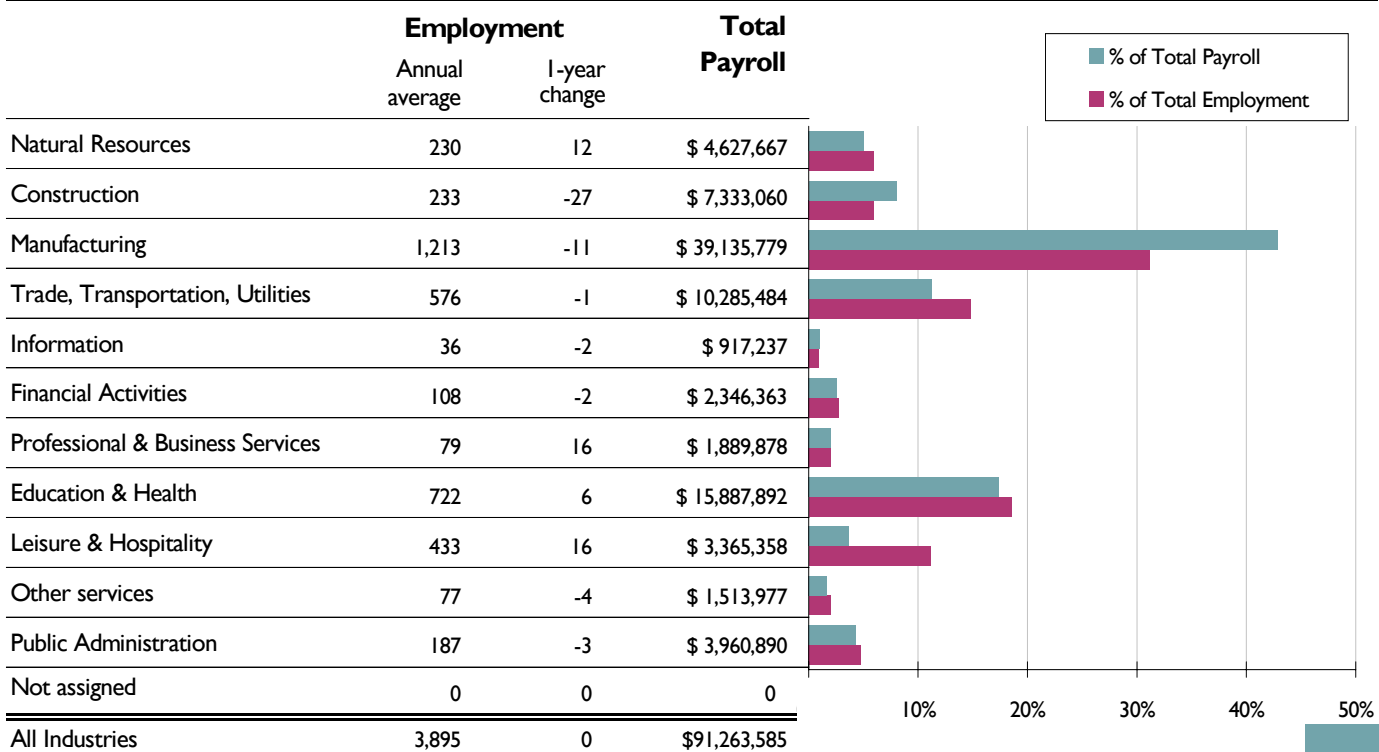
Average Annual Wage by Industry Division in 2002

| | Average Annual Wage | | Percent of | 1-year |
|----------------------------------|---------------------|------------------|------------|----------|
| | Wisconsin | Marquette County | Wisconsin | % change |
| All Industries | \$ 32,422 | \$ 23,431 | 72% | 4.4% |
| Natural resources | \$ 25,481 | \$ 20,120 | 79% | 8.0% |
| Construction | \$ 39,649 | \$ 31,472 | 79% | 2.6% |
| Manufacturing | \$ 40,584 | \$ 32,264 | 79% | 8.8% |
| Trade, Transportation, Utilities | \$ 28,422 | \$ 17,857 | 63% | 1.1% |
| Information | \$ 38,871 | \$ 25,479 | 66% | -1.5% |
| Financial activities | \$ 40,337 | \$ 21,726 | 54% | 14.5% |
| Professional & Business Services | \$ 36,324 | \$ 23,923 | 66% | -7.9% |
| Education & Health | \$ 33,768 | \$ 22,005 | 65% | 1.7% |
| Leisure & Hospitality | \$ 11,837 | \$ 7,772 | 66% | -1.1% |
| Other services | \$ 19,500 | \$ 19,662 | 101% | 3.3% |
| Public Administration | \$ 33,769 | \$ 21,181 | 63% | 6.1% |

Source: WI DWD, Bureau of Workforce Information, Covered Employment & Wages, August 2003

The education & health services sector was the second-largest in terms of employment and in terms of total wages paid. Still, the average wage per worker in that sector (\$22,005) was about a third below the statewide average wage for education & health services workers (\$33,768).

2002 Employment and Wage Distribution by Industry in Marquette County



Source: WI DWD, Bureau of Workforce Information, Covered Employment and Wages, August 2003

Per Capita Personal Income

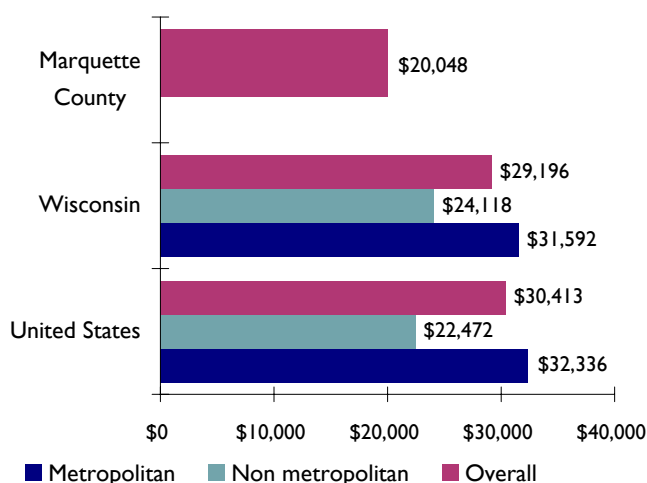
In 2001, Marquette County's per capita personal income (PCPI) of \$20,048 was well below non-metropolitan Wisconsin's PCPI (\$24,118) and the national non-metro PCPI (\$22,472). Between 1996 to 2001, Marquette County's PCPI climbed from 14.1 percent below the national non-metropolitan PCPI to 10.8 percent below the national non-metropolitan PCPI. Meanwhile, Marquette County PCPI went from 18.4 percent below Wisconsin non-metropolitan PCPI to 16.9 percent below Wisconsin non-metropolitan PCPI.

Growth in PCPI relates to demographic shifts (see pages 2 and 3). As a greater share of the population enters retirement, more residents rely on transfer payments (such as Social Security) and fewer have net earnings (typically associated with employment). Transfer payments grow much more slowly than net earnings. Households with substantial investment income (dividends, interest or rent, including retirement or pension plans) are more likely to consider warmer climates for retirement, so PCPI growth may slow considerably.

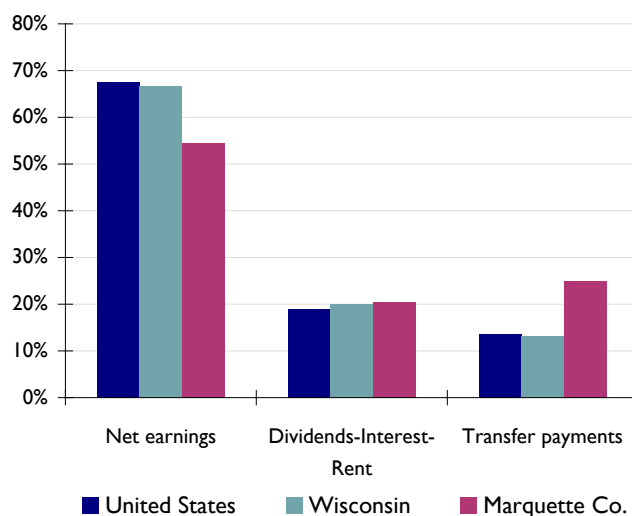
Per Capita Personal Income

| | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | Percent Change | |
|------------------|----------|----------|----------|----------|----------|----------|----------------|--------|
| | | | | | | | 1 year | 5 year |
| United States | \$24,270 | \$25,412 | \$26,893 | \$27,880 | \$29,760 | \$30,413 | 2.2% | 25.3% |
| Wisconsin | \$23,301 | \$24,481 | \$26,004 | \$26,926 | \$28,389 | \$29,196 | 2.8% | 25.3% |
| Marquette County | \$16,235 | \$16,686 | \$17,184 | \$17,496 | \$19,716 | \$20,048 | 1.7% | 23.5% |

2001 PCPI



Components of Total Personal Income: 2001



Source: US Dept. of Commerce, Bureau of Economic Analysis, State & Local Personal Income, May 2003, CAI-3, CA05

WWW addresses of source data

Wisconsin population estimates and projections:

<http://www.doa.state.wi.us/dir/index.asp>

Education levels of population, labor force participation rates, commuting patterns:

<http://www.census.gov/main/www/cen2000.html>

Labor force estimates (employed and unemployed), industry employment, average annual wages:

<http://www.dwd.state.wi.us/lmi/>

Occupations in-demand:

http://www.dwd.state.wi.us/lmi/wda_map.htm

Per Capita Personal Income:

<http://www.bea.gov/bea/regional/reis>

Profile author:

Dan.Barroilhet@dwd.state.wi.us